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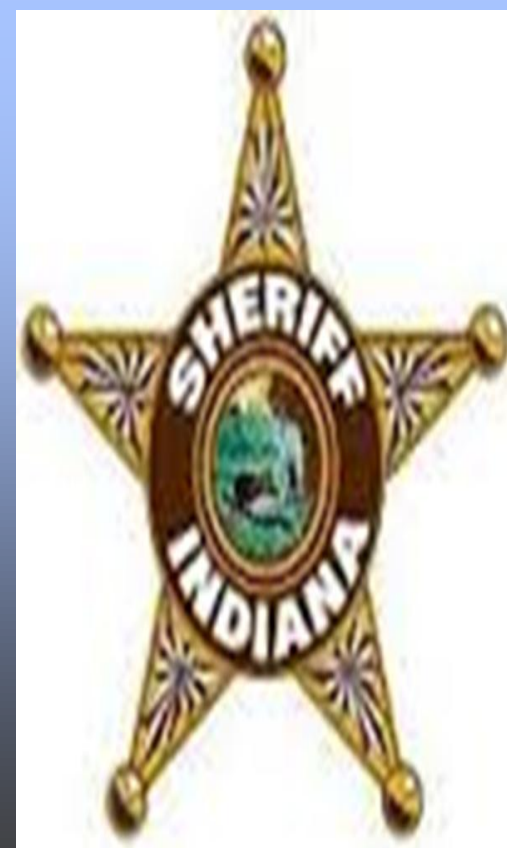


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Madison County Indiana Sheriff's Department

Kimberly Valentine

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Introduction

The organization structure of the Madison County Sheriff's Department implements both merit police officer and a civilian employee structure. This all fall under a military type of chain of command. The Patrol Division, Detective Division, and Court Division are all maintained by sworn police officers. The Jail Division is maintained by both civilian employees, and sworn merit police officers. There is also a Clerical Records Division that is maintained by civilian employees

The agency's relationship to other elements of the criminal justice system would be the first step in the system. First, the sheriff's department investigates complaints, makes both misdemeanor and felony arrests, and houses the arrested in the Madison County Jail. The arrested then become part of the Judicial System when he or she is criminally charged. From there the arrested is either found guilty or not guilty or pleads to the crime. If he or she is found guilty or pleads guilty he is put on probation, sent to prison, sent to a work release program, or put on in-home detention.

As I learned in CJAD 240, law enforcement agencies are in charge of peacemaking, deterring people away from crime, and arresting law violators. The traditional role of a police officer is to investigate crimes, patrol public streets and highways, responding to calls that have asked for assistance, and identifying criminal suspects. In recent strategies, police have been using strategies to prevent crime rather than reacting after crimes occur. These policies are called the community policing and problem-oriented policing (Siegel, 2011). The Madison County Sheriff's Department is geared more toward community policing.

Methods

Like all agencies the success is measured by either rise or drop in crime within the County. The biggest challenge is measuring success is the fact that a lot of crimes are not reported or a crime may be solved but not solved for several years after the fact. Whenever you have conflict, the conflict takes away from the focus of the department's mission. Majority of police work is conflict resolution. As learned in CJAD 450, an officer's job is to resolve conflict within the community. If an officer is focused on conflict within your department, that is what will be most important to the officers, so instead of giving 100 percent to the citizens' complaints or issues the officers are going to be more focused on their own issues (Stojkovic, 2012).. This will result in the officer not taking the time to fully listen to or try to resolve complaints or calls he or she is dispatched to.

The Madison County Sheriff's Department does not respond to conflict until it starts to affect the individual offices involved or it starts to surface in the officer's job performance. Usually by that time the conflict is a much bigger issue then it started out being. Management might get involved with they get word of disparaging comments being made about them personally, which usually results in disciplinary action against the officers involved. This for the most part does not solve the problem. One way this department does respond to conflict is there is a Captain Meeting once a month. The meeting consists of all the shift and division Supervisors. The supervisors discuss what is going on within their division and if there are

Results

According to Detective Callahan, it is important not to assign a police officer to work in a specialized field if he or she doesn't show any interest. For example, if an investigator does not want to work with abused children and he or she is assigned to work with abused children then chances are they will be dissatisfied with their job and it will most likely show up in his or her job performance. The same can be said for a police officer who is forced to work in the narcotics unit when they have no interest in investigating illegal drugs. If you have a highly motivated police officer who really enjoys driving around in a police car and writing tickets and being really proactive on the street and you assign him to work in the property room where all he does for eight hours a day is log evidence into the property room you are going to have a very dissatisfied employee.

Another source of burnout can come from the officer who not only works his eight or twelve hour shift but he always works as much overtime as he can and on top of that he works a second job. Overtime and part time jobs should be limited. Officers should be allowed to only work some many hours a week, this would include their part time jobs that most officers work.

Detective Callahan also thinks the best way to motivate an officer is to make sure officers don't get burn out. A supervisor must know the officers that work under him or her. Build on the officers strengths and provide training on their weaknesses. Don't just let them know when they mess up, but let them know when they are exceling. The best way to motivate someone is to let them know you care about them and are interested in their career. The best way to create a dissatisfied employee is show indifference

Conclusions

The Madison County Sheriff's Department operates like most county sheriff's departments. There is room for improvement, but the systems they are using now seem to be effective. With quality trainings and education programs for employees of this department, it will continue to strive.



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